
Annual EEO Public File Report Form

KGAN

Annual EEO Public File Report

The purpose of the EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: KGAN, Cedar Rapids, IA and is required to be placed in the public inspection files of this station, and posted on the web site, if it has a web site.

The information contained in this Report covers the time period beginning 10/1/04 to and including 9/23/05 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitle “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer and started in the position. A person was deemed “interviewed” when he or she was interviewed in person.

Appendix 1 to
Annual EEO Public File Report Form
Covering the Period from 10/1/04 to 9/23/05
Station Comprising Station Employment Unit: KGAN

Section 1: Vacancy Information

	Full-time Positions Filled By job Title	Recruitment Source of Hiree	Total Number of Interviewees from All sources for This Position
1	Account Executive.	University of Northern IA	6
2	Sales Assistant	University of Northern IA	5
3	MCO	Internal Applicant (Promotion)	6
4	Prod. Asst.	Internal Applicant (Promotion)	2
5	Prod. Asst.	Internal Applicant (Promotion)	8
6	Prod. Asst.	Internal Applicant (Promotion)	4
7	Prod. Asst.	CareerBuilder.com	4
8	Prod. Asst.	Internal Applicant (Promotion)	9
9	Commercial Producer	Internal Applicant (Promotion)	3
10	Director	Internal Applicant (Promotion)	3
11	Reporter	Internal Applicant (KDSM-Promotion)	5
12	Reporter	Tvjobs.com	8

13	Assignment Mgr.	Internal Applicant (Promotion)	1
14	Chief Meteorologist	Internal Applicant (Promotion)	6
15	Videotape Editor	Internal Applicant (Promotion)	5
16	Assignment Manager	Referral	3
17	Sports Director	Internal Applicant (KDSM – Promotion)	4

Total Number of Persons Interviewed During Applicable Period: 82

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 10/1/04 to 9/23/05

Station Comprising Station Employment Unit: KGAN

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	Placement Office Kirkwood Community College 6301 Kirkwood Blvd. SW Cedar Rapids, IA 52404 www.kirkwood.edu 319.398.5517	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
2	Career Center The University of Iowa Iowa City, IA 52240 Chris Wells 319.335.1024	0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant

	www.uiowa.edu	0 0 0 0 0 0 0 0 0 0 0	Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
3	HACAP Hawkeye Area Community Action Program 1515 Hawkeye Drive Hiawatha, IA 52233 319.393.7811	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
4	Options of Linn County 1019 Seventh Street SE Cedar Rapids, IA 52401 Jim Nagel 319.892.5800	0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director

		0 0 0 0 0 0 0	Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
5	Career Services Dept. Hamilton Business College 3165 Edgewood Pkwy SW Cedar Rapids, IA 52404 319.363.0481	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
6	NAACP P.O. Box 1595 Cedar Rapids, IA 52406 319.365.9482	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist

		0 0 0	VT Editor Assignment Mgr. Sports Director
7	Jane Boyd Community House 943 14 th Ave. SE Cedar Rapids, IA 52401 319.366.0431	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
8	Career Services Coe College 1220 1 st Ave. NE Cedar Rapids, IA 52402 Diana Patten-Dir. 319.399.8844	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director

9	Career Services Cornell College Mt. Vernon, IA 52314 Jayne Swanson-Dir. 319.895.4457	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
10	Professional Women's Network P.O. Box 2613 Cedar Rapids, IA 52406 319.981.9887	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
11	Iowa Workforce Development 800 7 th St. SE Cedar Rapids, IA 52401	0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant

	www.iowaworkforce.org 319.365.9474	0 0 0 0 0 0 0 0 0 0 0 0 0	Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
12	Career Services Mt. Mercy College 1330 Elmhurst Drive NE Cedar Rapids, IA 52404 Barbara Mussman-Dir 319.368.6463	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
13	Career Center St. Ambrose University 518 W. Locust Davenport, IA 52803 Jennifer Timmons-Dir. 563.333.6339	0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant.

		0 0 0 0 0 0 0 0	Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
14	Career Management Services Iowa State University Ames, IA 50011 Jeana Gingery – Program Assistant 515.294.4841	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
15	Employment Services Hawkeye Inst. Of Technology P.O. Box 8015 Waterloo, IA 50704 319.296.4027	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter

		0 0 0 0 0	Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
16	Advising & Career Services University of Northern Iowa 242 Gilchrist Hall Cedar Falls, IA 50614 Bob Frederick – Director 319.273.6857	5 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
17	Iowa Broadcasters Assoc. P.O. Box 71186 Des Moines, IA 50265 515.224.7237 www.iowabroadcasters.com/jobs.htm	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr.

		1	Sports Director
18	Broadcast Employment Services TVJOBS.com Mr. Mark Holloway, CEO P.O. Box 4116 Oceanside, CA 92052	0 0 0 0 0 0 0 0 0 3 4 0 3 1 0 1	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
19	Ms. Foundation for Women 120 Wall Street 33 rd Floor New York, NY 10005 212.742.2300	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director

20	NAACP P.O. Box 25427 Raleigh, NC 27611	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
21	NAB National Assoc. of Broadcasters Mr. Dwight Ellis 1771 North Street NW Washington, DC 20036 202.429.5300 www.nab.org	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
22	National Assoc. of Hispanic Journalists 1000 National Press Building	0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant

	529 14 th Street NW Washington, DC 20045-2100 202.662.7145 www.jobbank@nahj.org	0 0 0 0 0 0 0 0 0 0 0 0 0	Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
23	National Hispanic Media Coalition 1201 W. 5 th St. Suite T. Los Angeles, CA 90007 213.534.3026	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
24	Native American Public Telecommunications Mr. Frank Blythe P.O. Box 83111 Lincoln, NE 68501 402.472.3522	0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant.

		0 0 0 0 0 0 0 0 0	Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
25	Women's Information Network Job Placement Office 1800 R Street NW Ste. C-4 Washington, DC 20009 202.387.7200	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
26	American Women in Radio & TV 8405 Greensboro Dr. Ste. 800 McLean, VA 22102 703.506.3290	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter

		0 0 0 0 0	Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
27	Asian American Journalists Assoc. 1182 Market St., Ste. 320 San Francisco, CA 94102 415.346.2051	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
28	National Association of Black Journalists 8701-A Adelphi Rd. Adelphi, MD 20783 301.445.7100.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr.

		0	Sports Director
29	Hispanic Link News Service 1420 N St. NW Washington, DC 20005 202.234.0280	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
30	Native American Journalists Assoc. 555 Dakota St. Al Neuharth Media Center Vermillion, SD 57069 605.677.5282	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
31	www.CorridorCareers. Com	0 0	Account Executive Sales Assistant

	Cedar Rapids, IA 52401 Tabitha Miller 319.368.8875		
32	National Black MBA Association 180 N. Michigan Ave. Ste. 1515 Chicago, IL 60601 312.236.2622	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
33	Madison Media Institute Susan Miller 2702 Agriculture Drive Madison, WI 53718 800.236.4997	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
34	Sinclair Broadcast Group	0	Account Executive

	www.sbg.net Owen Johnson 10706 Beaver Dam Rd. Cockeysville, MD 21030 410.568.1517	0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0	Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
35	Station Website www.kgan.com Michael Sullivan 600 Old Marion Rd. NE Cedar Rapids, IA 52402 319.395.9060	0 0 1 1 1 1 1 2 0 1 1 2 0 1 3 2 1	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
36	www.Careerbuilder.com Corey Epperly 1750 Tyson's Blvd., 4 th Floor McLean, VA 22102	0 0 2 0 3	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant

	410.998.9740	0 1 1 0 0 0 0 0 0 0 0	Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
37	www.VarietyCareers.com Courtney Waters, Account Exec. 5700 Wilshire Blvd. #120 Los Angeles, CA 90036 800.357.4715	0 0 0 0	Prod. Assistant Director Comm. Producer Chief Meteorologist
38	Cedar Rapids Gazette Classified Advertising 500 3 rd Ave. SE Cedar Rapids, IA 319.398.8234	1 3	Account Executive Sales Assistant
39	Dubuque Telegraph - Herald Classified Advertising P.O. Box 688 Dubuque, IA 52004 563.588.5611	0	Account Executive
40	Iowa City Press-Citizen Classified Advertising P.O. Box 2480 Iowa City, IA 52244 319.337.3181	0	Account Executive
41	Waterloo Courier Classified Advertising P.O. Box 540 501 Commercial St. Waterloo, IA 50704	0	Account Executive

	319.291.1411		
42	Internal Applicants Michael Sullivan KGAN-TV 600 Old Marion Rd. NE Cedar Rapids, IA 52402 319.395.9060	0 0 1 1 2 2 1 2 2 2 1 0 1 1 1 0 1	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
43	Walk In Applicants Michael Sullivan KGAN-TV 600 Old Marion Rd. NE Cedar Rapids, IA 52402 319.395.9060	0 0 0 1 1 1 0 0 0 0 0 0 0 0 0 0 0	Account Executive Sales Assistant MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
43	Referral	0 0	Account Executive Sales Assistant

		2 0 1 0 0 4 0 0 0 2 0 1 0 1 0	MCO Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant Prod. Assistant. Comm. Producer Director Reporter Reporter Assignment Mgr. Chief Meteorologist VT Editor Assignment Mgr. Sports Director
44	Bishop State Community College 351 N. Broad Street Mobile, AL 36603-5898 251.662.5371 Juliette F. Womack www.bishop.edu		

***The station publishes notices asking organizations that want to be notified of job vacancies to contact us. Bishop State Community College has requested notification of openings. This source was added to our database in September of 2005, which explains why they were not sent any notices during this period.**

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 10/1/04 to 9/23/05

Station Comprising Station Employment Unit KGAN

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities
Undertaken by KGAN

Type of Activity Under New EEO Rule:

SCHOLARSHIP PROGRAM

Date of Station Participation: ONGOING

Participating Employees: Melissa Hubbard, Programming Coordinator

Host/Sponsor of Activity: KGAN - TV

Brief Description of Activity and Station Participation: The Dave Shay KGAN – TV Scholarship for Broadcast Journalism. A radio and TV news reporter, anchorman, and commentator at KGAN-TV for 35 years, Dave Shay has earned the respect of the journalistic community and the public. To honor Dave, his distinguished career and journalistic integrity, KGAN-TV created this special scholarship fund to help and encourage a new generation of broadcast journalists to achieve their dreams. The scholarship is open to all students who are Iowa residents. Students must be enrolled full-time at an accredited four-year Iowa college or university, preparing for a career in broadcast journalism. Eligibility is limited to students entering their junior or senior year of study. One scholarship of \$500 is awarded per year for one year only, but may be renewed. The application deadline in 2005 for the Dave Shay Scholarship was May 1st. This scholarship opportunity was promoted over our air for 2 months prior to the application deadline. Very few applications were received, none of which met the

award criteria. This scholarship will be promoted in the 1st and 2nd quarters of 2006 with an application deadline of May 1, 2006. We fully expect to award this scholarship on an annual basis, provided we receive applications that meet the award criteria.

INTERNSHIP PROGRAM

The station has an internship program as defined below:

Program Goal:

The goal of our internship program is to recruit candidates from colleges and technical schools to prepare them for entry-level jobs within the broadcast industry.

Program Objectives:

- Develop links with technical schools, universities and colleges to promote the station as a prospective employer.
- Create a symbiotic relationship between interns and station employees.
- Provide interns with opportunities for translating classroom theories into industry applications. Interns will have the chance to develop practical skills that will improve their chances for success within the broadcast industry.

Eligibility Requirements:

- The applicant must be attending an accredited institution. Graduate students also are eligible. Preferably, applicants should be communication majors, though other majors may be considered.
- The applicant must be at least 18 years of age.
- The applicant must be in good academic standing, as defined by his or her academic institution.
- The applicant must receive academic credit for the internship experience. He or she must be registered for college credit at his or her institution

during the quarter or semester in which the internship is performed.
Interns are not paid.

- In addition to meeting the institution's eligibility requirements, the applicant must meet the station's eligibility requirements.

KGAN – TV had 9 interns during this period. These interns came to us from The University of Iowa, Iowa City, IA (6); Clarke College, Dubuque, IA (1), Reed College, Portland, OR (1) St. John's University, Queens NY (1).

Any person interested in internship opportunities should contact the station for more details.

TRAINING

SBG, Inc and its station KGAN are equal opportunity employers. Equal employment opportunity has been and continues to be both the Company's policy and practice. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SBG and its stations will be based on merit, qualifications, and abilities. We will recruit, hire, train, promote, and make all other employment decisions without regard to race, color, religion, sex, national origin, age, disability, veteran status, Acquired-Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC), veteran status or any other category protected by law.

Further, in keeping with this commitment to equal employment opportunity, SBG Inc. offers mandatory training for equal opportunity employment, discrimination and appropriate workplace behavior including workplace harassment to its management.

Effective as of July 1, 2005 all managers were required to complete a mandatory course titled "Illegal Employment Discrimination: Recognizing and Preventing" via a computer based training format. As of August 1, all Managers are required to employees are required to complete a mandatory course titled "Recognizing and Preventing Sexual Harassment: Managers Edition" via a computer based training format. Additionally, all employees are required to complete a mandatory course titled "Recognizing and Preventing Sexual Harassment: Essentials" via a computer based training format.

EDUCATIONAL EVENT

Date of Station Participation: 10/6/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Workplace Connections – Cedar Rapids Schools

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station.

EDUCATIONAL EVENT

Date of Station Participation: 10/21/04

Participating Employee: Ryan Burchett - Meteorologist

Sponsor of Activity: Wilkins Elementary School – Linn Mar Schools, Marion, IA

Brief Description of Activity and Station Participation: Meteorologist Ryan Burchett made an appearance at Wilkins Elementary and read to a group of Second Grade students for “America Reads” Day. . The importance of reading was stressed and how it helped Mr. Burchett attain his position in broadcasting He also talked to the students about how broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station.

EDUCATIONAL EVENT

Date of Station Participation: 10/21/04

Participating Employee: David Benton - Anchor

Sponsor of Activity: Wilkins Elementary School – Linn Mar Schools, Marion, IA

Brief Description of Activity and Station Participation: Anchor David Benton made an appearance at Wilkins Elementary and read to a group of Fifth Grade students for “America Reads” Day. The importance of reading was stressed and how it helped Mr. Benton attain his position in broadcasting. He also talked to the students about how broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 10/16/04

Participating Employee: Tawna Rathe - Reporter

Sponsor of Activity: Iowa Asian Alliance

Brief Description of Activity and Station Participation: Reporter Tawna Rathe served as Emcee for the AmerAsian Achievement Awards, which honores Iowa’s Asian entrepreneurs, youth and companies that promote the success and growth of the Asian Community in our area.

EDUCATIONAL EVENT

Date of Station Participation: 11/18/04

Participating Employee: Tiffany O'Donnell - Anchor

Sponsor of Activity: Springville Elementary School, Springville, IA

Brief Description of Activity and Station Participation: Anchor Tiffany O'Donnell made an appearance at Springville Elementary and read to a group of Kindergarten students. The importance of reading was stressed and how it helped Ms. O'Donnell attain her position in broadcasting. Se also talked to the students about how broadcasting is not just "being on the air in front of the cameras", but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 12/2/04

Participating Employee: Nicole France – Promotions/News, Scott Davidson - Promotions

Sponsor of Activity: Cub Scout Troop 33, Cedar Rapids, IA

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just "being on the air in front of the cameras", but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 12/3/04

Participating Employee: Melissa Hubbard, Programming Coordinator

Sponsor of Activity: Mount Mercy College – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for 16 Mount Mercy Graphic Arts students, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 12/7/04

Participating Employee: Tiffany O'Donnell - Anchor

Sponsor of Activity: Cedar Rapids Community Schools – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for a group of local High School students, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station. This group also viewed a live newscast as it was being produced.

EDUCATIONAL EVENT

Date of Station Participation: 12/9/04

Participating Employee: Ryan Burchett - Meteorologist

Sponsor of Activity: Westfield Elementary School

Brief Description of Activity and Station Participation: Mr. Burchett was a guest judge for the 4th Grade Invention Contest. Mr. Burchett also stressed the importance of education and how it enabled him to pursue his career in Broadcasting.

COMMUNITY EVENT

Date of Station Participation: 1/13/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: Cub Scout Troop – Shellsburg, IA

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 2/5/05

Participating Employee: Tawna Rathe - Reporter

Sponsor of Activity: Vietnamese American Community Association

Brief Description of Activity and Station Participation: Reporter Tawna Rathe served as Co-Emcee for the Vietnamese American Community "Tet" 2005 Festival in Des Moines. Tawna discussed career opportunities at KGAN and encouraged the attendees to apply for positions at the station.

COMMUNITY EVENT

Date of Station Participation: 3/7/05

Participating Employee: Tiffany O'Donnell - Anchor

Sponsor of Activity: Tiger Scout Group – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just "being on the air in front of the cameras", but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 1/13/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: Cub Scout Troop – Shellsburg, IA

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

COMMUNITY EVENT

Date of Station Participation: 3/7/05

Participating Employee: Mitch Keegan - Meteorologist

Sponsor of Activity: Linn County 4H

Brief Description of Activity and Station Participation: Mr. Keegan presented basic weather concepts to 4H kids and their parents. He instructed them on basic severe weather issues and cloud identification. He then answered questions about weather and how to get into broadcasting.

COMMUNITY EVENT

Date of Station Participation: 3/16/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: Cub Scout Troop – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 3/23/05

Participating Employee: Mitch Keegan - Meteorologist

Sponsor of Activity: Solon High School

Brief Description of Activity and Station Participation: Mr. Keegan discussed career options in Broadcasting with 9th and 10th grade students at Solon High School. He also answered questions about broadcasting careers and college choices.

EDUCATIONAL EVENT

Date of Station Participation: 3/30/05

Participating Employee: Melissa Hubbard – Programming Coordinator,
Randal Schildmeyer – Chief Engineer

Sponsor of Activity: Summit School – 8th Grade Class

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 3/23/05

Participating Employee: Mark Anthony – Chief Meteorologist

Sponsor of Activity: Jefferson High School, Cedar Rapids

Brief Description of Activity and Station Participation: Careerwise day provides students with an opportunity to learn how the skills taught in business, technology, math, science, etc. are used in the modern workplace. Mr. Anderson spoke to approximately 40 students about careers in Television and Meteorology.

EDUCATIONAL EVENT

Date of Station Participation: 4/12/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: Washington High School – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for Washington High School Special Ed. Group., including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 4/21/05

Participating Employee: Mark Anthony – Chief Meteorologist

Sponsor of Activity: Wilkins Elementary School – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for Wilkins Elementary School 4th Grade class., including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 4/21/05

Participating Employee: Mark Anthony – Chief Meteorologist

Sponsor of Activity: Wilkins Elementary School – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for a second group of Wilkins Elementary School 4th Grade class., including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 4/25/05

Participating Employee: Mark Anthony – Chief Meteorologist

Sponsor of Activity: Wilkins Elementary School – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for Wilkins Elementary School 4th Grade class., including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 5/26/05

Participating Employee: Mitch Keegan – Meteorologist

Sponsor of Activity: Solon High School – Solon, IA

Brief Description of Activity and Station Participation: Tour of station for Solon High School students , including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station. Students also watched a live newscast as it was being produced.

EDUCATIONAL EVENT

Date of Station Participation: 6/2/05

Participating Employee: Tiffany O'Donnell - Anchor

Sponsor of Activity: Erskine Elementary School – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station for 3rd Grade students from Erskine Elementary School, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station. Students also watched a live newscast as it was being produced.

COMMUNITY EVENT

Date of Station Participation: 6/8/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: Cub Scout Troop – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station

EDUCATIONAL EVENT

Date of Station Participation: 6/24/05

Participating Employee: Melissa Hubbard – Programming Coordinator

Sponsor of Activity: KinderCare – Cedar Rapids

Brief Description of Activity and Station Participation: Tour of station, including News, Production, Studio facilities, Weather Lab, and Master Control, highlighting what occurs in each functional area and the skills/education necessary to work in each area. The group was advised that broadcasting is not just “being on the air in front of the cameras”, but highlighted the many diverse jobs that are available in the other areas of a broadcast television station